



THE SECRETARY OF DEFENSE

WASHINGTON, THE DISTRICT OF COLUMBIA

8 MAY 1989



MEMORANDUM FOR SECRETARIES OF THE MILITARY DEPARTMENTS  
CHAIRMAN OF THE JOINT CHIEFS OF STAFF  
• ASSISTANT SECRETARY OF DEFENSE (FORCE MANAGEMENT  
AND PERSONNEL)  
ASSISTANT SECRETARY OF DEFENSE (HEALTH AFFAIRS)  
ASSISTANT SECRETARY OF DEFENSE (LEGISLATIVE  
AFFAIRS)  
ASSISTANT SECRETARY OF DEFENSE (PUBLIC AFFAIRS)  
ASSISTANT SECRETARY OF DEFENSE (RESERVE AFFAIRS)  
GENERAL COUNSEL

SUBJECT: Policy on New Entrant Drug and Alcohol Testing and  
Dependency Evaluation

In compliance with the requirements of Section 521 of the FY 1989 National Defense Authorization Act (P.L. 100-456), the following policy is established: Testing for drug and alcohol use and evaluation for dependency shall occur within 72 hours after the member's initial entry on active duty following enlistment or appointment. For Reserve component members not entering extended active duty, the tests shall be administered no later than 72 hours after the beginning of the first scheduled Annual Training or Initial Active Duty Training. Applicants rejected for enlistment or appointment prior to October 1, 1989, as a result of a positive drug or alcohol test, are not eligible to reapply for enlistment or appointment until expiration of the required waiting time for initial entry drug and alcohol retesting under policies in effect as of the date of this memorandum, or October 1, 1989, whichever occurs first.

a. Effective Date: This policy is to become effective no later than October 1, 1989. Unless waived by the Commander, Military Entrance Processing Command, the Services shall provide 60 calendar days advance notification of the transfer date of responsibility for testing from Military Entrance Processing Stations (MEPSS) to training centers to allow for necessary software modification and changes to the automated programs.

b. Resources: Testing of enlisted members shall take place at recruit training centers (RTCs) or accession locations (e.g., first duty station for prior service entrants). The Services may, at their discretion and expense, implement testing at RTCs prior to October 1, 1989. Testing, performed at MEPSS prior to October 1, shall be in accordance with the policy on Pre-accession Drug, Chemical, and Alcohol Use and Dependency issued January 15, 1988.

54498

c. Personnel to be Tested and Evaluated: The following individuals are required to be tested and evaluated:

- (1) New enlisted entrants in the Armed Forces, including officer candidates undergoing initial training in an enlisted status.
- (2) Applicants for appointment as cadets or midshipmen at a Service Academy or for a Reserve Officers Training Corps (ROTC) scholarship.
- (3) Other individuals to whom a commission may be offered following completion of a Service commissioning program (e.g., advanced training under the ROTC program).
- (4) Regular and Reserve officers appointed from civilian life.
- (5) Prior service applicants for enlistment in the Active component with a break in service of more than 6 months.
- (6) Prior service applicants for enlistment in the Selected Reserve who have a break in service in the Selected Reserve or Active component of more than 6 months are to be tested as facilities and resources become available. The Services shall fund appropriate resources and facilities to ensure all such applicants are tested after October 1, 1990.

d. Timing of Testing/Evaluation:

(1) Individuals covered by paragraph c.(1) or c.(4), above, shall undergo testing and be evaluated within 72 hours after initial entry on active duty (IEAD). IEAD is the member's first period of full-time duty in the active Military Service of the United States following enlistment or appointment.

(a) Enlisted members shall be tested and evaluated at RTCs (or other accession locations, as applicable).

(b) Officers not covered under c.(2) or c.(3), above, shall undergo testing and be evaluated during the officer basic courses. If an officer's IEAD shall not occur at a basic course, alternative testing and evaluation arrangements must be made by the appointing authority.

(2) Individuals covered by paragraph c.(2), above, shall undergo testing and be evaluated during the physical examination given to the applicants before appointment as cadets or midshipmen at a Service Academy or for an ROTC scholarship.

(3) Individuals covered by paragraph c.(3), above, shall undergo testing and be evaluated during the precommissioning physical.



(4) Individuals covered by paragraph c.(5) or c.(6), above, shall be tested and evaluated in conjunction with a reentry physical (if given), or within 72 hours following reentry at accession locations specified by the Military Service concerned (e.g., first duty station).

e. Testing and Evaluation Policy:

(1) Drug Testing: All persons covered by this program shall be tested for cannabis (THC) and cocaine use. The analysis shall be conducted in DoD-certified drug testing laboratories using procedures established by the Assistant Secretary of Defense for Health Affairs as contained in DoD Directive 1010.1. Testing results shall be obtained as soon as practicable.

(2) Alcohol Testing: All persons covered by paragraph c. except subparagraph (5), above, shall be tested for alcohol use using a National Highway Traffic Safety Administration-approved breath alcohol test. A DoD approved blood alcohol test may be used in place of a breath alcohol test, provided forensic chain-of-custody controls are maintained over samples from collection until results of analysis are determined.

(3) Dependency: Individuals covered by section c., above, shall be medically evaluated for dependency using appropriate medical/psychiatric criteria.

f. Discharge Policy:

(1) Separation for Drug or Alcohol Dependency: The enlistment or appointment of any person determined to have been dependent on drugs or alcohol at the time of such enlistment or appointment shall be voided as a release from custody or control of the Military Service as provided by DoD Directive 1332.14, enclosure 3, part 2.C.3.b. A person whose enlistment or appointment is voided shall be referred to a civilian treatment facility.

(2) Enlisted Policy: The basis for discharge of enlisted members under the policies established by this memorandum shall normally be erroneous enlistment (uncharacterized) as provided by DoD Directive 1332.14, enclosure 3, part 1.E.2. The Military Services are not precluded in appropriate cases from taking disciplinary action against a member or processing a member for discharge, with or without a characterization, under an alternative basis. The counseling requirement in DoD Directive 1332.14 for separation based on entry level performance and conduct is waived for the purposes of discharge resulting from initial entry drug and alcohol testing under this memorandum.

(a) Enlisted personnel who refuse to consent to testing or evaluation during IEAD or who are confirmed positive for cocaine shall be discharged.

(b) Enlisted personnel confirmed positive for THC alone shall be discharged unless the Secretary of the Military Department concerned or his/her designee grants a waiver following an individual assessment of the particular case.

(c) Enlisted personnel confirmed positive at a 0.05 percent blood alcohol level and who are not alcohol dependent shall be discharged unless the Secretary of the Military Department concerned or his/her designee grants a waiver following an individual assessment of the particular case.

(d) During national emergencies when conscription is authorized, Secretaries of the Military Departments may retain inductees who test positive for drugs or alcohol if deemed appropriate considering all relevant factors at the time.

(3) Officer Policy:

(a) Applications for appointment as cadets or midshipmen shall be disapproved if the applicants refuse to consent to drug or alcohol testing or evaluation, are confirmed positive for THC or cocaine, or are dependent on drugs or alcohol.

(b) Appropriate disenrollment action shall be taken against an ROTC member upon refusal to consent to testing or evaluation, a positive test for THC or cocaine or diagnosis of dependency, and no offer of appointment shall be made to such individual. Positive drug test results or refusal to consent to testing or evaluation may be treated as evidence of misconduct on the part of the ROTC member for purposes of recoupment or ordering to active duty in an enlisted status. Only those cadets confirmed positive for THC alone and who receive a waiver from the Secretary of the Military Department concerned or his/her designee may be ordered to active duty, except during periods of conscription.

(c) Officers who are tested after appointment under this policy and are found positive for THC or cocaine, or who refuse to consent to testing or evaluation, shall be given an uncharacterized discharge unless the separating authority determines, under Service regulations, that a characterized discharge is more appropriate based upon other misconduct. Use this memorandum as authority to make a pen-and-ink change to DoD Directive 1332.30; on page 7-1, at the end of para. B.2.a, add the following: "An uncharacterized discharge shall be rendered for members separating under provisions of 10 U.S.C. Chapter 60, as amended in part by Section 521, P.L. 100-456, September 29, 1988, New Entrant Drug and Alcohol Testing."

(d) Individuals covered under c.(2), (3), or (4), above, and who are confirmed positive at a 0.05 percent blood alcohol level and who are not alcohol dependent shall be



denied appointment or discharge, as appropriate, unless the Secretary of the Military Department concerned or his/her designee grants a waiver following an individual assessment of the particular case.

(4) Notification of Discharge: Members separated as a result of the new entrant drug/alcohol testing policy must be properly identified during screening of applicants by the MEPSs and recruitment centers in the event they apply for reentry (or entry to another Service or component). Therefore, the individual's name, SSAN, reentry code and other appropriate data shall be furnished to the Defense Manpower Data Center (DMDC) by the separation authority within 2 duty days following separation.

g. Transition Provisions: The Assistant Secretary of Defense for Force Management and Personnel (or his/her designee) is authorized to establish procedures for an orderly transition to this policy and provide any required clarifications not in conflict.

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